

# Raceland-Worthington Independent School District



Raceland-Worthington Independent School District was at the top of both the 2014 mid-February and mid-March reports for the number of KEHP “LivingWell Promises” completed. The key players in achieving this success answer some questions about how they did it and about how they are fostering an overall culture of wellness at their school district.

## Meet the team

### Superintendent, Larry Coldiron

As the superintendent of the school district, Larry’s participation and endorsement of HumanaVitality® has been vital to getting everyone on board. The superintendent has a great deal of influence over the wellness culture in the school district.

“Between my active wife and Ken, our HumanaVitality Engagement Consultant, I didn’t really have an option to not participate,” said Larry. Larry and his wife are both proud owners of Fitbit pedometers, and they compete daily on who will get the most steps.

“She’s winning, by the way,” Larry joked.

### Insurance Coordinator, Laura Lewis

The insurance coordinator in each district is responsible for all insurance and benefit-related assistance for members, including making sure everyone who enrolled in a LivingWell Promise completes that promise during the stated period. Laura started her role as the Raceland Independent School District insurance coordinator in 2013. She knew immediately that she couldn’t ask the staff to participate in a wellness program if she wasn’t engaged as well. Along with the changes Laura’s made in her daily life, she has seen many of the school staff implementing healthy changes in their own lives. Laura said, “The Vitality Age™ is the primary eye opener because it is right in front of you, in black and white, and you can’t ignore it. It’s been a great tool, along with the goals provided, to help motivate and improve one’s overall health.”

## Schools:

Six school sites:

- Preschool
- Elementary
- Primary
- High School
- Day Treatment Facility
- Juvenile Detention Center

## Employees:

District has 92 employees, and 86 have LivingWell plans

## Location:

Greenup County, KY



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## Best Practice



*"It is very helpful that the state has provided this program at no cost to its members. The culture is definitely starting to change at Raceland-Worthington Independent, with more staff becoming more involved in the HumanaVitality program."*

*– Laura Lewis*

### **District Health Coordinator, Mischa Dixon**

As the district health coordinator, Mischa has played a key role on the wellness committee. Mischa stated she has noticed an increase in the number of staff members wearing Fitbits around the district. "The staff are really making an effort to make better choices for themselves and their families," she said. After seeing her own "Vitality Age," Mischa changed her own eating habits and made an effort to become more healthy. She even has been able to get her husband Mickey, principal at Raceland High School, to get more involved – though he was reluctant at first.

During his Vitality Check<sup>®</sup>, Mickey discovered he had some blood pressure and cholesterol issues. To control these health concerns, he has become more physically active and now runs on his treadmill at least five days a week. Mickey's staff at the high school are more engaged now because their principal is setting an example. Wellness is contagious!

### **School Nurse, Jana Adkins**

Jana was so excited to see such a large turnout at the Vitality Check biometric screenings in October 2013. Representatives from the local health department conducted screenings at several locations on campus. These screenings were a win-win situation for both the schools and the health department. She remembers saying, "Wow! Our staff members truly are concerned about improving their health!" Jana believes that these strong turnouts say so much about the district and its commitment to healthy living.

### **District Assessment Coordinator, Barbara (Bobbi) Harris**

Not only does Bobbi help incorporate all of the wellness efforts of the district into program review, she also is a wealth of information when it comes to maintaining a healthy lifestyle. She is constantly researching nutrition, physical activity and other health topics. Some may say that her biggest contribution to the district's wellness culture is her consistency and unwavering willpower. Bobbi has become our "resident healthy conscience," says Larry, "enjoying her healthy food while those around her might be enjoying a slice of pizza."

### **Ken Robinson, HumanaVitality Regional Engagement Consultant**

Ken's motto is, "It's never too late. Small changes can make big results. You don't have to do everything at once." He is a resource for the district, making sure they have the tools they need to build a culture of wellness.



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## Best Practice

### Teamwork

“If you take one thing away from our best practice, let it be that we couldn’t be where we are today with staff wellness without the engagement efforts of our entire team,” said Larry. “Several staff members are responsible for sending out communications, and everyone supports and promotes the wellness efforts,” added Laura.

**Each member of the team contributes individual assets. Together this creates a very strong wellness-coalition partnership.**

### Accessibility



#### Computer access

One computer at the Board of Education is dedicated to HumanaVitality. The nearby staff is trained to answer questions about registration and Health Assessment completion.



#### Staff and student fitness center

Funded through a grant, the Raceland School District has a shared staff and student fitness center complete with treadmills, bikes, weight machines, stair climbers, free weights and more. The staff uses the center quite a bit, both before and after school. Schools might be surprised at how much a facility like this is used!



#### District salad bar

A salad bar at the elementary school is accessible to most of the district staff, and a huge salad and healthy dressing is only \$2.50. Staff has noted that you can’t beat the price; it’s even more affordable than the standard lunches!



#### Very supportive Health Department

The Health Department has been incredibly supportive of our wellness journey by doing onsite biometric screenings for our staff multiple times during the school year. This enables the staff to engage in wellness activities and check some key health indicators without taking much time away from the school day.



#### Indoor walking track

When the high school gymnasium was built in 2004, district planners had the foresight to imagine a number of uses for the facility – for the future of the small community. An indoor walking track was added to the construction plans for the top level of the gym, and 10 years later, the community is still reaping the benefits. Eleven laps around the track equal a mile, and the track is available to the public every evening, after the school day has ended.



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## Best Practice



*“Staff wellness and student wellness continue to overlap. The more engaged your staff is in their own personal wellness, the more engaged your staff will be in the overall wellness culture of the school.”*

*– Ken Robinson*

### Strategic communications:

Laura noted that “Ensuring your communications are **precise and valuable** to members is crucial in making sure that members continue to read your updates.” For that reason the team has been very careful not to over-message their staff, and to communicate only truly valuable information. For example, staff members had asked if their HumanaVitality login would be the same as their KHRIS user ID. So in response, an email was sent out containing frequently asked questions provided by the Department of Employee Insurance, clarifying that the two would be separate logins and providing a HumanaVitality customer support line to better assist staff.

### Wellness events:

- Health Assessment Day: August 2013. Staff learned their Vitality Age and started their wellness journeys.
- Vitality Check Biometric Screenings: October 2013. Staff learned their baseline health statistics.
- Wellness 201: February 2014. HumanaVitality continued engagement meetings, hosted by Ken, to help staff understand their wellness goals, enroll in the HealthyFood savings partnership with Wal-Mart and how to set up and use the fitness devices.
- Vitality Check Biometric Screenings: Spring 2014, staff had an opportunity to review new – and improved – health statistics. This process also lets staff who missed the earlier screenings to learn their baseline health statistics.

### Inspired to do more?

Contact your regional engagement consultant to get your school started on their wellness journey today. **Visit [Livingwell.ky.gov](http://Livingwell.ky.gov), click on Wellness Champs, and then click on School District Champs to find the Regional Champs Contact link at the bottom of the page.** As you scroll down the page, you will find many of the HumanaVitality engagement resources such as posters, videos and email templates to help engage your staff in wellness.

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